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ABSTRACT

The present study investigated the factor structure underlying responses to a measure of psychological type, the Personal Preferences Self-Description Questionnaire (PPSDQ). Measures of psychological type have been extremely useful in various applications, including career counseling and in assessing learning styles. Subjects were 422 university students. Confirmatory factor analyses were employed to evaluate model fit to the data. Factor parameters were in the expected direction and generally were several times their respective standard errors. The study thus provides some preliminary confirmatory factor analysis support for a conclusion that scores on the measure have some integrity. Results await corroboration across alternative analyses and confirmation in independent samples. Appendixes provide univariate summary statistics, and contain the correlation matrix. The PPSDQ is attached. (Contains 4 tables and 17 references.) (SLD)

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MEASURING JUNGIAN PSYCHOLOGICAL TYPES:

SOME CONFIRMATORY FACTOR ANALYSES

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Paper presented at the annual meeting of the Southwest Educational Research Association, New Orleans, LA, January, 1996.

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Abstract

The present study investigated the factor structure underlying responses to a measure of psychological type, the Personal Preferences Self-Description Questionnaire (PPDSQ). Measures of psychological type have been extremely useful in various applications, including career counseling and in assessing learning styles. Subjects were 422 university students. Confirmatory factor analyses were employed to evaluate model fit to the data.

MEASURING JUNGIAN PSYCHOLOGICAL TYPES

Measures of psychological types, such as the Myers-Briggs Type Indicator (MBTI), are among the most frequently used measures of personality (cf. Thompson & Ackerman, 1994). Measures of type are used for myriad educational applications, and especially (a) in career counseling and (b) in assessing educational learning styles (McCaulley, 1990; Myers & McCaulley, 1985).

However, this is not to suggest that measures of type have failed to provoke psychometric controversy. Paired articles debating related measurement issues have appeared, for example, in a 1989 issue of Journal of Counseling and Development (Carlson, 1989; Healy, 1989) and in a 1991 issue of Measurement and Evaluation in Counseling and Development (McCaulley, 1991; Merenda, 1991).

Measures of type are generally grounded in the basic precepts of Carl G. Jung's theory of psychological functions, and evaluate four dimensions: Extraversion- Introversion, Sensation-INtuition, Thinking-Feeling, and Judgment-Perception. In conventional usage, scores are computed on each dimension for each preference of the dimension (e.g., Extraversion versus INtroversion), and are then dichotomized according to which orientation is preferred. Each individual is then classified into one of the 16 types formed from all possible combinations of the four scales, e.g., ENTJ, ISTP, and ENFP.

Myers and McCaulley (1985) describe a pair of studies reported by Carskadon that used self-estimate of type as a validity measure. When clients were selected to choose the type description that best

suited them, their tested type was chosen to a statistically significant degree more often than chance level in both studies. These findings partially corroborate anecdotal evidence that people find types to be content valid and recognize their own type once the types are described. But such findings also have measurement implications: It may be possible to measure types quite simply by asking subjects to respond only to adjectival or other self-description checklists.

In fact, in previous work (cf. Melancon & Thompson, 1994; Thompson & Melancon, 1995; Thompson & Stone, 1994), it has repeatedly been found across studies that reliable scores (Thompson, 1994) could be derived using self-description word-pair checklists to measure the EI, SN, and the TF dimensions. However, scores for various word-pair scales designed to measure the JP dimension have consistently been unreliable. This replicated finding is interesting, for various reasons.

First, it is noteworthy that, unlike the other three dimensions of type, the JP construct is *implicit* (rather than explicit) within Jung's theory. Second, the finding is interesting, because these results may shed light on the nature of the four constructs themselves. The EI, SN, and TF dimensions may be straightforward such that they can be readily measured using word-pair self-description. However, measuring JP preferences may require using some sentences that elaborate more complex ideas or markers for a potentially more complex construct.

The present study was conducted to evaluate the impact on

factor structure from using combinations of word-pair items (v=58) and items in sentence form (v=20) to measure psychological types. Specifically, confirmatory factor analysis (CFA) was employed to evaluate factor structure, and to compare CFA results in the present study with (a) different subjects, (b) a larger item pool, and (c) analyses at a different level (item vs scale score) than were used in a prior CFA study (Thompson & Melancon, 1995).

Method

Subjects

We administered a revised version of the Personal Preferences Self-Description Questionnaire (PPDSQ), developed by the senior author, to 422 college students enrolled in a university located in the southern United States. There were more females (n_F=288; 68.2%) than males (n_M=134; 31.8%) in our sample. The mean age of the sample was 24.40 (SD=9.55). Ethnic groups within the sample included: Whites (n=252; 59.7%), African-Americans (n=78; 18.5%), and Hispanics (n=56; 13.3%). This sample was reasonably similar to our previous samples, so results should be comparable across studies.

Instrumentation

The revised PPDSQ consists of 58 word-pairs posited to mark each of the four dimensions of personality measured by the MBTI. Roughly half the PPSDQ items measuring each of the four constructs were reversed so as to minimize response set. For example, item 1 ("Quiet-Expressive") measures EI, but the Introversion adjective ("Quiet") is presented first within the pair. Item 6 ("Social-

Private") also measures EI, but the Extraversion adjective ("Social") is presented first within this word pair.

Each word pair is presented as a semantic differential scale. A Likert scale ("1" to "7") is presented between each pair of words, and subjects circle the number that represents which word best describes them. Thus, unlike the MBTI which uses an "ipsative" or forced-choice response format, the PPDSQ uses a "normative" or non-forced-choice response format.

The revised instrument also included 20 items consisting of sentences, as against word pairs. These were predominantly used to derive scores on the JP scale (v_{JP}=14), though some sentences were also used to measure other scales (v_{EI}=2, v_{SN}=4).

Results

In the present study we conducted analyses using the 78x78 correlation matrix. Ours was an unusual study that met the necessary conditions for conducting a CFA using the correlation matrix (Cudeck, 1989). The decision to analyze this matrix was taken because the analysis yielded scale-free parameters and allowed us to compare the present results with those from a previous study (Thompson & Melancon, 1995).

Applications of factor analysis must meet important standards (cf. Thompson & Daniel, in press). We examined the univariate descriptive statistics reported in Appendix A to make some judgments regarding distributional assumptions of the methods (Bentler & Dudgeon, 1996).

The item scores were not as uniformly distributed as we might

have hoped, but we elected nevertheless to use conventional statistical theories to evaluate structure, since the deviations did not appear grossly aberrant. Appendix B presents the correlation matrix from which structures were extracted in this analysis. Models were tested using LISREL 7.16 (Jöreskog & Sörbom, 1989).

Table 1 presents the maximum-likelihood estimates of factor parameters and factor correlation coefficients for a model positing *4 correlated* factors (EI, SN, TF, and JP) with the measurement error parameters for the 78 items freed to be estimated. In some analyses the SN and the JP scales have been very highly correlated. Therefore, we also tested the fit of a rival model positing *3 correlated* factors (EI, SNJP, and TF) with the measurement error parameters for the 78 items freed to be estimated. Table 2 presents the maximum-likelihood estimates for this second model.

INSERT TABLES 1 AND 2 ABOUT HERE.

We also tested models using only the 58 word-pair self-description items. Table 3 presents the maximum-likelihood estimates of factor parameters and factor correlation coefficients for a model positing *4 correlated* factors (EI, SN, TF, and JP) with the measurement error parameters for the 58 items freed to be estimated. Table 4 presents the maximum-likelihood estimates of factor parameters and factor correlation coefficients for a rival model positing *3 correlated* factors (EI, SNJP, and TF) with the measurement error parameters for the 58 items freed to be

estimated.

INSERT TABLES 3 AND 4 ABOUT HERE.

Discussion

The present results must be interpreted with some caution, given the somewhat modest sample size and the distribution shapes of the data. Future analyses might invoke the creation of item "packets" in which items measuring a given scale, but with opposite skewness and kurtosis, were combined, so as to better meet distributional assumptions.

The fit statistics reported in Tables 1 through 4 are smaller than would normally be considered acceptable (Bentler, 1990, 1994). However, the factor parameters were generally several times greater than their respective standard errors. These results suggest that these factor parameters are needed in the model.

The primary problems in model fit arose from the fixed parameters involving correlated measurement error. Measurement error is estimated in LISREL in the theta-delta matrix. This is a symmetric matrix, and in the present study involved 78 diagonal entries and 3,003 ([78 x 77] / 2) unique off-diagonal entries. We freed the diagonal measurement error variances to be estimated, but constrained measurement errors to be uncorrelated. Although the latter restriction is reasonable, when there are 3,003 parameters involved, even small magnitudes of misfit cumulate across 3,003 estimates to result in artifactually poor overall fit!

However, too many researchers interpret CFA results using an

overall model fit statistic. Often we are primarily interested in only portions of our model. In the present case, our primary interest was in our factor parameters. These parameters were in the expected direction and generally were several times their respective standard errors. Thus, the study provides some preliminary CFA support for a conclusion that scores on the measure have some integrity. Of course, these results await corroboration across alternative analyses and confirmation in independent samples.

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Table 1
Parameters and Fit Statistics for Model #1
(n=422; v=(15+2) + (14+4) + (21+0) + (8+14) = 78)

LAMBDA X

	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
46+MIXERLON	0.778	0.000	0.000	0.000
06+SOCPRIVA	0.708	0.000	0.000	0.000
41-INTREXTR	-0.696	0.000	0.000	0.000
66-SILENGAB	-0.660	0.000	0.000	0.000
26+PERSNSHY	0.760	0.000	0.000	0.000
01-QUIETEXP	-0.675	0.000	0.000	0.000
70+GREGARTI	0.599	0.000	0.000	0.000
54+CONGRECL	0.560	0.000	0.000	0.000
16+FRIEDIST	0.678	0.000	0.000	0.000
58-SOLIAMIC	-0.594	0.000	0.000	0.000
62+EXUBSERE	0.331	0.000	0.000	0.000
50-STILLANI	-0.461	0.000	0.000	0.000
11-REFLECAC	-0.268	0.000	0.000	0.000
36+APPROACH	0.381	0.000	0.000	0.000
31-TERSEWOR	-0.276	0.000	0.000	0.000
SHY76+	0.586	0.000	0.000	0.000
EASTAL82-	-0.608	0.000	0.000	0.000
42+TRADCREA	0.000	0.602	0.000	0.000
12+PRECIMAG	0.000	0.622	0.000	0.000
47-INVENORG	0.000	-0.581	0.000	0.000
59+PLANVISI	0.000	0.613	0.000	0.000
18+CONCLEXP	0.000	0.538	0.000	0.000
07-INSIGHTS	0.000	-0.556	0.000	0.000
55-DIVERCON	0.000	-0.501	0.000	0.000
02+REALINTU	0.000	0.243	0.000	0.000
63-DIVERPRE	0.000	-0.589	0.000	0.000
71-CONCEPRE	0.000	-0.158	0.000	0.000
51+DIRECTIN	0.000	0.350	0.000	0.000
67+PRACTHEO	0.000	0.127	0.000	0.000
27-VARIREPI	0.000	-0.497	0.000	0.000
49-INQUICRI	0.000	-0.429	0.000	0.000
LEFACT85-	0.000	-0.395	0.000	0.000
INVENT88+	0.000	0.440	0.000	0.000
MECHAN91-	0.000	-0.544	0.000	0.000
PERSPE94+	0.000	0.501	0.000	0.000
48+FACTCOMP	0.000	0.000	0.669	0.000
60-TENDERRA	0.000	0.000	-0.624	0.000
52-FEELTHIN	0.000	0.000	-0.582	0.000
44-KINDANAL	0.000	0.000	-0.603	0.000
72+STRICTFO	0.000	0.000	0.575	0.000
09+DISPASEM	0.000	0.000	0.548	0.000
64+SKEPTRUS	0.000	0.000	0.544	0.000
04-EMPATHLO	0.000	0.000	-0.454	0.000
56+LOGICHUM	0.000	0.000	0.586	0.000

73-LIGHTHEA	0.000	0.000	-0.506	0.000
43-GULLSUSP	0.000	0.000	-0.352	0.000
24-CARICOOL	0.000	0.000	-0.481	0.000
65-ACCEPDIS	0.000	0.000	-0.519	0.000
30-RECEPTSE	0.000	0.000	-0.420	0.000
45+EVALNONJ	0.000	0.000	0.432	0.000
34-SYMPATHY	0.000	0.000	-0.265	0.000
19+JUSTHARM	0.000	0.000	0.234	0.000
25+EVALOPEN	0.000	0.000	0.481	0.000
39+PRINCIPL	0.000	0.000	0.426	0.000
29+IMPERPER	0.000	0.000	0.496	0.000
32+SENSUALI	0.000	0.000	-0.285	0.000
10-FLEXORGA	0.000	0.000	0.000	0.585
53+PROMPTFR	0.000	0.000	0.000	-0.607
17-RANDSEQU	0.000	0.000	0.000	0.586
61+TIMELYRE	0.000	0.000	0.000	-0.523
57-IMPETTAS	0.000	0.000	0.000	0.470
20-IMPULDEL	0.000	0.000	0.000	0.485
05+RESPADAP	0.000	0.000	0.000	-0.375
40-CAREFREE	0.000	0.000	0.000	0.559
PLAN74-	0.000	0.000	0.000	0.548
HOLIDA75+	0.000	0.000	0.000	-0.494
NOORGI77+	0.000	0.000	0.000	-0.489
STFREE78-	0.000	0.000	0.000	0.540
MALIST80-	0.000	0.000	0.000	0.383
PRESSU81+	0.000	0.000	0.000	-0.340
GOFLOW83+	0.000	0.000	0.000	-0.565
HATERU84-	0.000	0.000	0.000	0.294
ROUTIN86-	0.000	0.000	0.000	0.527
CHANGE87+	0.000	0.000	0.000	-0.448
LASTMI89+	0.000	0.000	0.000	-0.408
HAIMPU90-	0.000	0.000	0.000	0.415
ONTIME92-	0.000	0.000	0.000	0.420
NOORDR93+	0.000	0.000	0.000	-0.471

PHI

	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
EXTRINTR	1.000			
SENSINTU	-0.412	1.000		
THINFEEL	-0.363	0.456	1.000	
JUDGPERC	0.269	-0.758	-0.423	1.000

CHI-SQUARE WITH2919 DEGREES OF FREEDOM = 6463.93 (P = .000)
GOODNESS OF FIT INDEX =0.699
ADJUSTED GOODNESS OF FIT INDEX =0.682
ROOT MEAN SQUARE RESIDUAL = 0.072

Table 2
Parameters and Fit Statistics for Model #2
($\underline{n}$=422; $\underline{v}$=(15+2) + (14+4) + (21+0) + (8+14) = 78)

LAMBDA X

	EXTRINTR	SEINJUPE	THINFEEL
46+MIXERLON	0.778	0.000	0.000
06+SOCPRIVA	0.711	0.000	0.000
41-INTREXTR	-0.696	0.000	0.000
66-SILENGAB	-0.661	0.000	0.000
26+PERSNSHY	0.760	0.000	0.000
01-QUIETEXP	-0.674	0.000	0.000
70+GREGARTI	0.598	0.000	0.000
54+CONGRECL	0.560	0.000	0.000
16+FRIEDIST	0.677	0.000	0.000
58-SOLIAMIC	-0.593	0.000	0.000
62+EXUBSERE	0.330	0.000	0.000
50-STILLANI	-0.460	0.000	0.000
11-REFLECAC	-0.269	0.000	0.000
36+APPROACH	0.382	0.000	0.000
31-TERSEWOR	-0.275	0.000	0.000
SHY76+	0.586	0.000	0.000
EASTAL82-	-0.607	0.000	0.000
42+TRADCREA	0.000	0.512	0.000
12+PRECIMAG	0.000	0.566	0.000
47-INVENORG	0.000	-0.605	0.000
59+PLANVISI	0.000	0.601	0.000
18+CONCLEXP	0.000	0.464	0.000
07-INSIGHTS	0.000	-0.532	0.000
55-DIVERCON	0.000	-0.474	0.000
02+REALINTU	0.000	0.223	0.000
63-DIVERPRE	0.000	-0.566	0.000
71-CONCEPRE	0.000	-0.140	0.000
51+DIRECTIN	0.000	0.313	0.000
67+PRACTHEO	0.000	0.123	0.000
27-VARIREPI	0.000	-0.468	0.000
49-INQUICRI	0.000	-0.390	0.000
LEFACT85-	0.000	-0.392	0.000
INVENT88+	0.000	0.377	0.000
MECHAN91-	0.000	-0.487	0.000
PERSPE94+	0.000	0.415	0.000
48+FACTCOMP	0.000	0.000	0.669
60-TENDERRA	0.000	0.000	-0.624
52-FEELTHIN	0.000	0.000	-0.583
44-KINDANAL	0.000	0.000	-0.603
72+STRICTFO	0.000	0.000	0.574
09+DISPASEM	0.000	0.000	0.548
64+SKEPTRUS	0.000	0.000	0.545
04-EMPATHLO	0.000	0.000	-0.454
56+LOGICHUM	0.000	0.000	0.587

73-LIGHTHEA	0.000	0.000	-0.506
43-GULLSUSP	0.000	0.000	-0.352
24-CARICOOL	0.000	0.000	-0.481
65-ACCEPDIS	0.000	0.000	-0.519
30-RECEPTSE	0.000	0.000	-0.420
45+EVALNONJ	0.000	0.000	0.432
34-SYMPATHY	0.000	0.000	-0.265
19+JUSTHARM	0.000	0.000	0.234
25+EVALOPEN	0.000	0.000	0.481
39+PRINCIPL	0.000	0.000	0.426
29+IMPERPER	0.000	0.000	0.496
32+SENSUALI	0.000	0.000	-0.285
10-FLEXORGA	0.000	-0.576	0.000
53+PROMPTFR	0.000	0.611	0.000
17-RANDSEQU	0.000	-0.561	0.000
61+TIMELYRE	0.000	0.497	0.000
57-IMPETTAS	0.000	-0.448	0.000
20-IMPULDEL	0.000	-0.490	0.000
05+RESPADAP	0.000	0.367	0.000
40-CAREFREE	0.000	-0.574	0.000
PLAN74-	0.000	-0.471	0.000
HOLIDA75+	0.000	0.426	0.000
NOORGI77+	0.000	0.446	0.000
STFREE78-	0.000	-0.497	0.000
MALIST80-	0.000	-0.335	0.000
PRESSU81+	0.000	0.262	0.000
GOFLOW83+	0.000	0.524	0.000
HATERU84-	0.000	-0.238	0.000
ROUTIN86-	0.000	-0.536	0.000
CHANGE87+	0.000	0.491	0.000
LASTMI89+	0.000	0.354	0.000
HAIMPU90-	0.000	-0.388	0.000
ONTIME92-	0.000	-0.363	0.000
NOORDR93+	0.000	0.415	0.000

PHI

	EXTRINTR	SEINJUPE	THINFEEL
EXTRINTR	1.000		
SEINJUPE	-0.357	1.000	
THINFEEL	-0.363	0.469	1.000

CHI-SQUARE WITH2922 DEGREES OF FREEDOM = 6697.30 (P = .000)
GOODNESS OF FIT INDEX =0.682
ADJUSTED GOODNESS OF FIT INDEX =0.665
ROOT MEAN SQUARE RESIDUAL = 0.073

Table 3
Parameters and Fit Statistics for Model #3
(n=422; v= 15 + 14 + 21 + 8 = 58)

LAMBDA X

	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
46+MIXERLON	0.796	0.000	0.000	0.000
06+SOCPRIVA	0.720	0.000	0.000	0.000
41-INTREXTR	-0.692	0.000	0.000	0.000
66-SILENGAB	-0.647	0.000	0.000	0.000
26+PERSNSHY	0.733	0.000	0.000	0.000
01-QUIETEXP	-0.657	0.000	0.000	0.000
70+GREGARTI	0.576	0.000	0.000	0.000
54+CONGRECL	0.578	0.000	0.000	0.000
16+FRIEDIST	0.697	0.000	0.000	0.000
58-SOLIAMIC	-0.608	0.000	0.000	0.000
62+EXUBSERE	0.334	0.000	0.000	0.000
50-STILLANI	-0.465	0.000	0.000	0.000
11-REFLECAC	-0.273	0.000	0.000	0.000
36+APPROACH	0.393	0.000	0.000	0.000
31-TERSEWOR	-0.276	0.000	0.000	0.000
42+TRADCREA	0.000	0.584	0.000	0.000
12+PRECIMAG	0.000	0.618	0.000	0.000
47-INVENORG	0.000	-0.559	0.000	0.000
59+PLANVISI	0.000	0.603	0.000	0.000
18+CONCLEXP	0.000	0.519	0.000	0.000
07-INSIGHTS	0.000	-0.562	0.000	0.000
55-DIVERCON	0.000	-0.518	0.000	0.000
02+REALINTU	0.000	0.224	0.000	0.000
63-DIVERPRE	0.000	-0.620	0.000	0.000
71-CONCEPRE	0.000	-0.146	0.000	0.000
51+DIRECTIN	0.000	0.334	0.000	0.000
67+PRACTHEO	0.000	0.101	0.000	0.000
27-VARIREPI	0.000	-0.501	0.000	0.000
49-INQUICRI	0.000	-0.441	0.000	0.000
48+FACTCOMP	0.000	0.000	-0.667	0.000
60-TENDERRA	0.000	0.000	0.623	0.000
52-FEELTHIN	0.000	0.000	0.586	0.000
44-KINDANAL	0.000	0.000	0.603	0.000
72+STRICTFO	0.000	0.000	-0.575	0.000
09+DISPASEM	0.000	0.000	-0.543	0.000
64+SKEPTRUS	0.000	0.000	-0.546	0.000
04-EMPATHLO	0.000	0.000	0.452	0.000
56+LOGICHUM	0.000	0.000	-0.586	0.000
73-LIGHTHEA	0.000	0.000	0.509	0.000
43-GULLSUSP	0.000	0.000	0.353	0.000
24-CARICOOL	0.000	0.000	0.478	0.000
65-ACCEPDIS	0.000	0.000	0.519	0.000
30-RECEPTSE	0.000	0.000	0.419	0.000
45+EVALNONJ	0.000	0.000	-0.433	0.000

34-SYMPATHY	0.000	0.000	0.269	0.000
19+JUSTHARM	0.000	0.000	-0.235	0.000
25+EVALOPEN	0.000	0.000	-0.481	0.000
39+PRINCIPL	0.000	0.000	-0.426	0.000
29+IMPERPER	0.000	0.000	-0.496	0.000
32+SENSUALI	0.000	0.000	0.284	0.000
10-FLEXORGA	0.000	0.000	0.000	0.564
53+PROMPTFR	0.000	0.000	0.000	-0.665
17-RANDSEQU	0.000	0.000	0.000	0.554
61+TIMELYRE	0.000	0.000	0.000	-0.532
57-IMPETTAS	0.000	0.000	0.000	0.480
20-IMPULDEL	0.000	0.000	0.000	0.496
05+RESPADAP	0.000	0.000	0.000	-0.351
40-CAREFREE	0.000	0.000	0.000	0.649

PHI

	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
EXTRINTR	1.000			
SENSINTU	-0.444	1.000		
THINFEEL	0.392	-0.494	1.000	
JUDGPERC	0.306	-0.861	0.544	1.000

CHI-SQUARE WITH1589 DEGREES OF FREEDOM = 3674.19 (P = .000)
GOODNESS OF FIT INDEX =0.754
ADJUSTED GOODNESS OF FIT INDEX =0.735
ROOT MEAN SQUARE RESIDUAL = 0.069

Table 4
Parameters and Fit Statistics for Model #4
(n=422; v= 15 + 14 + 21 + 8 = 58)

LAMBDA X

	EXTRINTR	SEINJUPE	THINFEEL
46+MIXERLON	0.797	0.000	0.000
06+SOCPRIVA	0.723	0.000	0.000
41-INTREXTR	-0.692	0.000	0.000
66-SILENGAB	-0.648	0.000	0.000
26+PERSNSHY	0.734	0.000	0.000
01-QUIETEXP	-0.656	0.000	0.000
70+GREGARTI	0.573	0.000	0.000
54+CONGRECL	0.576	0.000	0.000
16+FRIEDIST	0.696	0.000	0.000
58-SOLIAMIC	-0.607	0.000	0.000
62+EXUBSERE	0.332	0.000	0.000
50-STILLANI	-0.463	0.000	0.000
11-REFLECAC	-0.271	0.000	0.000
36+APPROACH	0.394	0.000	0.000
31-TERSEWOR	-0.276	0.000	0.000
42+TRADCREA	0.000	0.545	0.000
12+PRECIMAG	0.000	0.599	0.000
47-INVENORG	0.000	-0.564	0.000
59+PLANVISI	0.000	0.605	0.000
18+CONCLEXP	0.000	0.497	0.000
07-INSIGHTS	0.000	-0.556	0.000
55-DIVERCON	0.000	-0.498	0.000
02+REALINTU	0.000	0.220	0.000
63-DIVERPRE	0.000	-0.606	0.000
71-CONCEPRE	0.000	-0.147	0.000
51+DIRECTIN	0.000	0.315	0.000
67+PRACTHEO	0.000	0.112	0.000
27-VARIREPI	0.000	-0.480	0.000
49-INQUICRI	0.000	-0.436	0.000
48+FACTCOMP	0.000	0.000	0.669
60-TENDERRA	0.000	0.000	-0.624
52-FEELTHIN	0.000	0.000	-0.583
44-KINDANAL	0.000	0.000	-0.604
72+STRICTFO	0.000	0.000	0.575
09+DISPASEM	0.000	0.000	0.545
64+SKEPTRUS	0.000	0.000	0.545
04-EMPATHLO	0.000	0.000	-0.452
56+LOGICHUM	0.000	0.000	0.585
73-LIGHTHEA	0.000	0.000	-0.508
43-GULLSUSP	0.000	0.000	-0.351
24-CARICOOL	0.000	0.000	-0.479
65-ACCEPDIS	0.000	0.000	-0.521
30-RECEPTSE	0.000	0.000	-0.420
45+EVALNONJ	0.000	0.000	0.434

34-SYMPATHY	0.000	0.000	-0.266
19+JUSTHARM	0.000	0.000	0.234
25+EVALOPEN	0.000	0.000	0.481
39+PRINCIPL	0.000	0.000	0.426
29+IMPERPER	0.000	0.000	0.498
32+SENSUALI	0.000	0.000	-0.284
10-FLEXORGA	0.000	-0.553	0.000
53+PROMPTFR	0.000	0.623	0.000
17-RANDSEQU	0.000	-0.530	0.000
61+TIMELYRE	0.000	0.481	0.000
57-IMPETTAS	0.000	-0.444	0.000
20-IMPULDEL	0.000	-0.488	0.000
05+RESPADAP	0.000	0.340	0.000
40-CAREFREE	0.000	-0.614	0.000

PHI

	EXTRINTR	SEINJUPE	THINFEEL
EXTRINTR	1.000		
SEINJUPE	-0.400	1.000	
THINFEEL	-0.392	0.533	1.000

CHI-SQUARE WITH1592 DEGREES OF FREEDOM = 3731.74 (P = .000)
GOODNESS OF FIT INDEX =0.750
ADJUSTED GOODNESS OF FIT INDEX =0.732
ROOT MEAN SQUARE RESIDUAL = 0.070

APPENDIX A
Univariate Summary Statistics
(n=422; v=(15+2) + (14+4) + (21+0) + (8+14) = 78)

VARIABLE	MEAN	ST. DEV.	SKEWNESS	KURTOSIS	MINIMUM	FREQ.	MAXIMUM	FREQ.
46+MIXERLON	3.064	1.662	0.531	-0.586	1.000	89	7.000	14
06+SOCPRIVA	3.592	1.754	0.197	-1.001	1.000	55	7.000	22
41-INTREXTR	4.645	1.695	-0.338	-0.745	1.000	20	7.000	67
66-SILENGAB	4.152	1.555	-0.026	-0.674	1.000	19	7.000	31
26+PERSNSHY	2.953	1.754	0.699	-0.532	1.000	105	7.000	18
01-QUIETEXP	4.825	1.614	-0.622	-0.495	1.000	15	7.000	54
70+GREGARTI	3.476	1.395	0.178	-0.481	1.000	32	7.000	6
54+CONGRECL	3.050	1.293	0.344	-0.056	1.000	50	7.000	5
16+FRIEDIST	2.230	1.425	1.352	1.547	1.000	168	7.000	9
58-SOLIAMIC	4.808	1.373	-0.387	-0.212	1.000	7	7.000	43
62+EXUBSERE	3.941	1.527	-0.032	-0.675	1.000	26	7.000	16
50-STILLANI	5.078	1.387	-0.575	-0.358	1.000	3	7.000	58
11-REFLECAC	4.533	1.583	-0.391	-0.638	1.000	16	7.000	37
36+APPROACH	3.344	1.751	0.511	-0.829	1.000	54	7.000	22
31-TERSEWOR	4.237	1.428	-0.108	-0.364	1.000	15	7.000	21
SHY76+	4.258	2.025	-0.247	-1.226	1.000	58	7.000	67
EASTAL82-	4.512	2.006	-0.262	-1.285	1.000	32	7.000	92
42+TRADCREA	4.855	1.768	-0.520	-0.760	1.000	19	7.000	91
12+PRECIMAG	4.765	1.632	-0.524	-0.587	1.000	15	7.000	59
47-INVENORG	3.907	1.724	0.166	-0.972	1.000	27	7.000	38
59+PLANVISI	4.694	1.535	-0.495	-0.548	1.000	11	7.000	39
18+CONCLEXP	5.227	1.295	-0.792	0.326	1.000	3	7.000	59
07-INSIGHTS	3.370	1.579	0.335	-0.684	1.000	52	7.000	11
55-DIVERCON	3.348	1.648	0.292	-0.973	1.000	58	7.000	8
02+REALINTU	3.675	1.590	0.073	-0.956	1.000	35	7.000	11
63-DIVERPRE	3.507	1.597	0.163	-0.849	1.000	51	7.000	10
71-CONCEPRE	4.690	1.506	-0.485	-0.459	1.000	11	7.000	39
51+DIRECTIN	4.530	1.463	-0.159	-0.494	1.000	10	7.000	42
67+PRACTHEO	3.311	1.416	0.436	-0.253	1.000	38	7.000	7
27-VARIREPI	2.671	1.492	0.727	-0.203	1.000	113	7.000	4
49-INQUICRI	3.279	1.428	0.341	-0.562	1.000	41	7.000	5
LEFACT85-	4.602	1.805	-0.367	-0.931	1.000	23	7.000	72
INVENT88+	5.199	1.420	-0.730	0.290	1.000	8	7.000	85
MECHAN91-	3.337	1.720	0.267	-0.927	1.000	75	7.000	15
PERSPE94+	5.786	1.251	-0.994	0.650	1.000	1	7.000	157
48+FACTCOMP	4.789	1.567	-0.618	-0.386	1.000	14	7.000	47
60-TENDERRA	3.632	1.612	0.198	-0.853	1.000	37	7.000	15
52-FEELTHIN	3.732	1.750	0.096	-1.021	1.000	49	7.000	22
44-KINDANAL	3.142	1.651	0.605	-0.486	1.000	68	7.000	16
72+STRICTFO	5.140	1.468	-0.846	0.086	1.000	7	7.000	66
09+DISPASEM	5.511	1.338	-0.819	0.068	1.000	3	7.000	111
64+SKEPTRUS	4.555	1.651	-0.338	-0.871	1.000	14	7.000	46
04-EMPATHLO	4.607	1.537	-0.448	-0.680	1.000	10	7.000	33
56+LOGICHUM	4.403	1.701	-0.264	-0.922	1.000	21	7.000	43
73-LIGHTHEA	3.092	1.494	0.507	-0.395	1.000	61	7.000	7
43-GULLSUSP	4.587	1.523	-0.387	-0.441	1.000	15	7.000	40
24-CARICOOL	2.626	1.427	0.832	0.167	1.000	104	7.000	4
65-ACCEPDIS	2.848	1.540	0.738	-0.117	1.000	90	7.000	9
30-RECEPTSE	3.739	1.685	0.215	-1.007	1.000	30	7.000	21
45+EVALNONJ	4.033	1.632	0.052	-0.881	1.000	23	7.000	29
34-SYMPATHY	4.417	1.683	-0.296	-0.829	1.000	22	7.000	43
19+JUSTHARM	4.002	1.878	-0.174	-1.115	1.000	60	7.000	34
25+EVALOPEN	4.664	1.622	-0.475	-0.668	1.000	16	7.000	44
39+PRINCIPL	4.755	1.734	-0.539	-0.725	1.000	19	7.000	67
29+IMPERPER	5.557	1.329	-1.238	1.755	1.000	9	7.000	106

BEST COPY AVAILABLE

32+SENSUALI	3.398	1.662	0.318	-0.810	1.000	57	7.000	15
10-FLEXORGA	3.929	1.723	0.094	-0.948	1.000	32	7.000	34
53+PROMPTFR	4.385	1.871	-0.255	-1.032	1.000	37	7.000	65
17-RANDSEQU	4.062	1.621	-0.093	-0.906	1.000	24	7.000	21
61+TIMELYRE	4.370	1.715	-0.288	-0.934	1.000	25	7.000	39
57-IMPETTAS	4.463	1.430	-0.342	-0.294	1.000	13	7.000	26
20-IMPULDEL	3.642	1.533	0.083	-0.773	1.000	37	7.000	9
05+RESPADAP	3.621	1.768	0.121	-1.104	1.000	57	7.000	18
40-CAREFREE	3.608	1.700	0.216	-0.849	1.000	49	7.000	24
PLAN74-	5.055	1.642	-0.663	-0.470	1.000	9	7.000	93
HOLIDA75+	3.867	1.710	0.139	-0.987	1.000	30	7.000	30
NOORGI77+	4.375	1.887	-0.189	-1.147	1.000	31	7.000	68
STFREE78-	3.187	1.558	0.435	-0.685	1.000	58	7.000	7
MALIST80-	4.092	1.923	-0.152	-1.138	1.000	56	7.000	49
PRESSU81+	3.886	1.994	-0.072	-1.307	1.000	76	7.000	38
GOFLOW83+	4.145	1.719	-0.053	-0.949	1.000	29	7.000	39
HATERU84-	4.389	1.835	-0.098	-1.127	1.000	23	7.000	72
ROUTIN86-	4.273	1.590	-0.183	-0.682	1.000	19	7.000	35
CHANGE87+	5.396	1.420	-0.808	0.161	1.000	5	7.000	111
LASTMI89+	4.071	1.839	-0.119	-1.096	1.000	45	7.000	41
HAIMPU90-	3.862	1.578	0.124	-0.719	1.000	26	7.000	23
ONTIME92-	5.401	1.613	-0.769	-0.423	1.000	6	7.000	147
NOORDR93+	2.559	1.526	0.915	0.126	1.000	129	7.000	7

APPENDIX B
Correlation Matrix
(n=422; v=(15+2) + (14+4) + (21+0) + (8+14) = 78)

	46+MIXERLO	06+SOCPRIV	41-INTREXT	66-SILENGA	26+PERSNSH	01-QUIETEX	70+GREGART	54+CONGREC	16+FRIEDIS	58-SOLIAMI
46+MIXERLON	1.0000000									
06+SOCPRIVA	0.6385680	1.0000000								
41-INTREXTR	-0.5338860	-0.5052240	1.0000000							
66-SILENGAB	-0.4898280	-0.4917860	0.4741740	1.0000000						
26+PERSNSHY	0.5420460	0.4993310	-0.5216700	-0.4684810	1.0000000					
01-QUIETEXP	-0.4481760	-0.4782140	0.4921660	0.5414270	-0.6028350	1.0000000				
70+GREGARTI	0.4068230	0.3017670	-0.4509990	-0.4494310	0.5238090	-0.4564980	1.0000000			
54+CONGRECL	0.4703970	0.4131160	-0.3805770	-0.2978710	0.4063770	-0.2609620	0.3160390	1.0000000		
16+FRIEDIST	0.6185960	0.5183750	-0.4338730	-0.3780860	0.4976930	-0.3583600	0.3176490	0.5120560	1.0000000	
58-SOLIAMIC	-0.5535780	-0.4181690	0.4092090	0.3719100	-0.3727530	0.3299250	-0.3316940	-0.4589260	-0.4619220	1.0000000
62+EXUBSERE	0.2307910	0.2445630	-0.3072710	-0.2182740	0.2428740	-0.2817830	0.2642000	0.1470700	0.1263770	-0.1595540
50-STILLANI	-0.3036280	-0.2746350	0.3607000	0.2906910	-0.3827610	0.3474140	-0.3221840	-0.2268370	-0.3018410	0.3045290
11-REFLECAC	-0.2540160	-0.2499870	0.1529500	0.2160010	-0.1602740	0.2142220	-0.0636443	-0.1592050	-0.1703070	0.1521330
36+APPROACH	0.3783880	0.2899880	-0.2201760	-0.2241310	0.2837210	-0.1592920	0.1924570	0.2913790	0.4118790	-0.1859120
31-TERSEWOR	-0.2045640	-0.2031480	0.1819940	0.2394330	-0.2108210	0.2128550	-0.1450520	-0.1878050	-0.1435950	0.1032400
SHY76+	0.4050190	0.3606040	-0.4145690	-0.4227150	0.5625000	-0.4583850	0.4675320	0.2336250	0.3135730	-0.2623460
EASTAL82-	-0.4230990	-0.4043350	0.4146520	0.4365460	-0.5063010	0.4137210	-0.4006350	-0.3166790	-0.3795800	0.3627390
42+TRADCREA	-0.2506200	-0.1721820	0.2337630	0.1859380	-0.2350710	0.3406420	-0.2667100	-0.1391800	-0.2215530	0.2067670
12+PRECIMAG	-0.2150630	-0.1960340	0.1312190	0.1880840	-0.1914040	0.2854450	-0.1803050	-0.0923623	-0.2474040	0.1717160
47-INVENORG	0.1431280	0.1455450	-0.0661872	-0.1650800	0.1903620	-0.2141100	0.2337880	0.0703600	0.2089380	-0.1371750
59+PLANVISI	-0.1859930	-0.0834378	0.1125540	0.0692319	-0.1104130	0.1422740	-0.1293250	-0.1395450	-0.2024300	0.1254170
18+CONCLEXP	-0.1535280	-0.0939522	0.0956369	0.1349630	-0.1500120	0.1827430	-0.0995626	-0.0791144	-0.1545550	0.0927546
07-INSIGHTS	0.1328110	0.1153410	-0.0902312	-0.0680056	0.1952680	-0.1741650	0.1686440	0.1524970	0.2180100	-0.1146930
55-DIVERCON	0.1452980	0.1165680	-0.1103760	-0.0845952	0.1413000	-0.1635740	0.1187850	0.1144400	0.1559720	-0.1834780
02+REALINTU	-0.0442453	-0.0441373	0.0808841	0.0612586	-0.0557812	0.1489680	-0.0950333	0.0471535	0.0309180	0.0889039
63-DIVERPRE	0.2401110	0.2214850	-0.2069230	-0.1926910	0.2214900	-0.2492530	0.2410750	0.1568580	0.2618530	-0.2177170
71-CONCEPRE	-0.0508913	-0.0525106	0.0556754	0.0079810	0.0007120	0.0088242	-0.0515778	-0.0310897	-0.0175933	0.0159233
51+DIRECTIN	-0.0206922	-0.0197725	0.0533531	0.0779223	-0.1234040	0.1122720	-0.1337240	0.0037629	-0.0486981	0.1311120
67+PRACTHEO	0.0368620	0.0823576	0.0138028	0.0377671	0.0326644	-0.0196443	-0.0403349	0.1415090	0.0671722	0.0124681
27-VARIREPI	0.2805200	0.2081140	-0.1908650	-0.1360660	0.2881220	-0.2518650	0.2307690	0.1722650	0.2379390	-0.2501190
49-INQUICRI	0.1646050	0.1262920	-0.1343520	-0.0653647	0.1997240	-0.1591020	0.1642390	0.2142630	0.2311440	-0.2283370
LEFACT85-	0.0053440	0.0446579	-0.1021260	-0.0503749	0.0405539	-0.1267620	0.0783325	-0.0047229	-0.0031260	-0.0251645
INVENT88+	0.0127029	0.0192908	0.0458184	0.0293151	-0.0696280	0.1271560	-0.1306900	0.0592619	-0.0050567	0.0500979
MECHAN91-	0.1469450	0.0939274	-0.1749950	-0.1292480	0.1588330	-0.2443840	0.1335000	0.0330111	0.1733970	-0.1401360
PERSPE94+	-0.1718590	-0.1437020	0.0907226	0.0538480	-0.1572910	0.2166680	-0.1841010	-0.0474351	-0.1992120	0.1237650
48+FACTCOMP	-0.2373290	-0.1807750	0.1451940	0.1076770	-0.1401730	0.0764173	-0.0452046	-0.1565490	-0.2143710	0.2041390
60-TENDERRA	0.1063270	0.0776189	-0.1058940	-0.0263470	0.0574487	-0.0374142	0.0806762	0.1648090	0.1506980	-0.1633620
52-FEELTHIN	0.1659890	0.1493050	-0.1167020	-0.1378080	0.1189340	-0.0477850	-0.0021194	0.1633940	0.2067430	-0.1529800
44-KINDANAL	0.2779890	0.2062140	-0.0982437	-0.1934470	0.1303080	-0.0565806	0.0179691	0.2381320	0.3374850	-0.1807730

72+STRICTFO	-0.1331790	-0.1069710	0.0988841	-0.0332489	-0.0490988	-0.0016585	-0.0140415	-0.0787773	-0.1517210	0.1277150
09+DISPASEM	-0.2294730	-0.1297480	0.0914544	0.2064840	-0.1577620	0.1714170	-0.0956808	-0.1746860	-0.2561780	0.1434300
64+SKEPTRUS	-0.2327370	-0.1800510	0.0664343	0.0874078	-0.1278590	0.0080489	-0.0458361	-0.2354170	-0.3278610	0.2188820
04-EMPATHLO	0.0228893	0.0425797	-0.0466561	0.0031552	-0.0351273	-0.0202085	0.0144748	0.1377470	0.0793441	-0.0448722
56+LOGICHUM	-0.1822440	-0.0785885	0.1345430	0.1097690	-0.1664040	0.1149230	-0.0980997	-0.1808920	-0.2088840	0.2041350
73-LIGHTHEA	0.2310350	0.2337500	-0.1514910	-0.1379480	0.1530900	-0.1439860	0.1270170	0.2447970	0.1841890	-0.1639210
43-GULLSUSP	0.1991100	0.1542750	-0.0247794	-0.1381540	0.0563248	0.0193829	0.0586911	0.1016650	0.2114090	-0.1635070
24-CARICOOL	0.2104590	0.1030660	-0.0930503	-0.0910417	0.1352920	-0.0533336	0.0993726	0.1891060	0.3030310	-0.1714080
65-ACCEPDIS	0.2766310	0.2074230	-0.0961737	-0.0657544	0.1873080	-0.1215760	0.0635649	0.2376150	0.2800880	-0.1699900
30-RECEPTSE	0.2078090	0.1849380	-0.1682680	-0.0501417	0.1670120	-0.0465377	0.1762340	0.1542330	0.2416900	-0.1859790
45+EVALNONJ	-0.0743283	-0.0176635	0.0477840	0.0476094	0.0212952	-0.0266372	-0.0372116	-0.1077050	-0.1697770	0.0770564
34-SYMPATHY	0.0328912	0.0987300	-0.1006540	-0.0278520	-0.0294987	-0.0097375	-0.0048859	-0.0259307	0.0302553	-0.0876075
19+JUSTHARM	-0.0190704	0.0147114	-0.0245767	0.0901454	0.0296001	-0.0492238	-0.0085916	-0.0000487	-0.0330471	0.0370280
25+EVALOPEN	-0.1980980	-0.2110210	0.1571020	0.1379460	-0.1850900	0.1152770	-0.0654532	-0.1573040	-0.2449220	0.1021070
39+PRINCIPL	-0.1964650	-0.1675610	0.2662250	0.1809390	-0.1565360	0.1183150	-0.1439500	-0.1341020	-0.2261980	0.1366520
29+IMPERPER	-0.2805740	-0.1906550	0.2726390	0.1486120	-0.2209170	0.1883930	-0.1817830	-0.3463880	-0.3824750	0.2330990
32+SENSUALI	0.0887683	0.1575940	-0.0877507	-0.0491415	0.1474510	-0.1421290	0.0399342	0.1189620	0.0435135	-0.0798994
10-FLEXORGA	0.1732730	0.2172930	-0.0722692	-0.0259723	0.1591200	-0.1709220	0.1119920	0.0547530	0.1731070	-0.0920879
53+PROMPTFR	-0.1610600	-0.1762650	0.1440510	0.1020390	-0.1797450	0.1885400	-0.0549192	-0.0000791	-0.0726788	0.1048820
17-RANDSEQU	0.1536770	0.1149170	-0.1038200	-0.1582290	0.1113080	-0.2173470	0.1067360	-0.0320614	0.0966918	-0.0608484
61+TIMELYRE	-0.1141340	-0.0737453	0.0327086	0.0332543	-0.1220900	0.0783834	-0.0251223	-0.0425897	-0.1203950	0.1290780
57-IMPETTAS	0.0494662	0.0550402	-0.0608731	-0.1186820	0.1261540	-0.0634436	0.0367062	0.0805978	0.0938977	-0.0647218
20-IMPULDEL	0.1684420	0.1744250	-0.1177990	-0.2173430	0.1659890	-0.2923330	0.1210120	0.0185946	0.2019990	-0.1546450
05+RESPADAP	-0.0070846	-0.0652711	-0.0116585	0.0546677	-0.0249659	0.0607267	-0.0826479	0.0145104	-0.0086987	0.0541229
40-CAREFREE	0.1958630	0.2050040	-0.1165930	-0.0987687	0.1980450	-0.0973017	0.0995639	0.1692650	0.2520820	-0.1294190
PLAN74-	0.0465712	0.0835633	-0.0385483	-0.0106829	0.0239869	-0.0313274	0.0311482	0.0378645	0.0291439	-0.0448616
HOLIDA75+	-0.0028561	-0.0624218	0.0228100	0.0799490	-0.0298283	0.0328619	-0.0212412	0.0266324	0.0037756	-0.0017699
NOORGI77+	-0.0223530	-0.0604255	0.0852500	0.0401520	-0.0919626	0.0782989	-0.1411840	-0.0959028	-0.0415507	0.0774002
STFREE78-	0.1870340	0.1930640	-0.1516630	-0.1724950	0.2162000	-0.2182880	0.1501180	0.1580530	0.2202270	-0.1308480
MALIST80-	0.0115197	-0.0050009	-0.0212816	0.0199205	-0.0071484	0.0304802	0.0455272	-0.0228656	0.0693730	0.0310240
PRESSU81+	0.0007675	-0.0621591	0.0124150	0.1020690	-0.1183470	0.0874951	-0.1256250	-0.0631965	0.0334640	0.0423263
GOFLOW83+	-0.1744820	-0.1733730	0.0336095	0.1143880	-0.0623240	0.0690754	-0.0901907	-0.0502607	-0.0863294	0.1053890
HATERU84-	0.0112948	0.0544708	-0.0174597	-0.1363660	0.0441058	-0.0611258	0.0945236	-0.0832314	-0.0887378	-0.0080331
ROUTIN86-	0.0653074	0.1055120	-0.1103610	-0.1512850	0.1307490	-0.2386980	0.2016410	0.0315242	0.1673580	-0.0630570
CHANGE87+	-0.1154120	-0.1000490	0.1110400	0.1061320	-0.2099100	0.2593670	-0.1685320	-0.0275682	-0.1025940	0.1170430
LASTMI89+	-0.0271335	-0.0587282	0.0680258	0.1008650	-0.1101550	0.1394360	-0.1326720	-0.0264630	0.0236637	0.0157671
HAIMPU90-	0.1691250	0.2679460	-0.2056040	-0.2042800	0.1761780	-0.2311170	0.1104500	0.0522775	0.0867674	-0.0694485
ONTIME92-	-0.0432709	-0.0165835	0.0140663	0.0518081	-0.0140833	-0.0104875	-0.0285959	-0.0936558	-0.0588530	0.0707134
NOORDR93+	-0.0656555	-0.0788087	0.0015781	0.1423590	-0.0761759	0.0755994	-0.1354970	-0.1044400	-0.0374200	0.0207518

	62+EXUBSER	50-STILLAN	11-REFLECA	36+APPROAC	31-TERSEWO	SHY76+	EASTAL82-	42+TRADCRE	12+PRECIMA	47-INVENOR
62+EXUBSERE	1.0000000									
50-STILLANI	-0.1669360	1.0000000								
11-REFLECAC	-0.1618270	0.2016380	1.0000000							
36+APPROACH	0.1701940	-0.0860748	-0.1116520	1.0000000						
31-TERSEWOR	-0.2299770	0.1439840	0.0028190	-0.0582888	1.0000000					
SHY76+	0.1585860	-0.2361730	-0.1415950	0.1805190	-0.1247150	1.0000000				
EASTAL82-	-0.1646010	0.2375740	0.1652200	-0.1895090	0.1715490	-0.4794020	1.0000000			
42+TRADCREA	-0.1026030	0.2881050	0.0573036	0.0130101	0.1321520	-0.2203860	0.1361270	1.0000000		
12+PRECIMAG	-0.0770679	0.2526850	0.0604717	0.0565173	0.1146140	-0.1547870	0.1499540	0.4886110	1.0000000	
47-INVENORG	0.1145560	-0.2081460	0.0810387	-0.0042394	-0.1495720	0.0707538	-0.0530759	-0.3372720	-0.3792720	1.0000000
59+PLANVISI	-0.0128154	0.2098550	-0.0236814	0.0091251	0.0819178	-0.0501950	0.1474240	0.2979410	0.3268830	-0.3959490
18+CONCLEXP	-0.0015769	0.2638000	0.1307090	0.0586640	0.0324361	-0.0650187	0.1782010	0.3473730	0.4309270	-0.2588170
07-INSIGHTS	0.0295456	-0.1578990	0.1209210	0.0594520	-0.0314842	0.0524980	-0.0708254	-0.2734800	-0.3557400	0.3015920
55-DIVERCON	0.0450285	-0.1902910	-0.0613364	-0.0177000	-0.0079069	0.0733121	-0.0497531	-0.2532770	-0.2299950	0.2028740
02+REALINTU	-0.0353337	0.0923988	-0.0443084	0.0998619	0.0559346	-0.0830609	0.0931939	0.1758950	0.2103520	-0.1225330
63-DIVERPRE	0.1195190	-0.2525340	-0.0254653	0.0870397	-0.0934637	0.1738730	-0.1687650	-0.3904290	-0.3643380	0.2899120
71-CONCEPRE	0.0395122	-0.0997626	0.0805742	-0.0576466	-0.0430464	0.0318117	0.0433068	-0.0891732	-0.1601850	0.1392210
51+DIRECTIN	0.0077660	0.1703150	-0.0632400	0.1032150	-0.0073913	-0.1256200	0.0438642	0.2320970	0.1825440	-0.2457190
67+PRACTHEO	0.0242669	0.0399177	-0.1678360	0.1566080	0.0433312	-0.0182101	0.0801153	0.0515057	0.1173390	-0.1309070
27-VARIREPI	0.2062040	-0.2659640	-0.1004570	0.1361440	-0.0112187	0.1901540	-0.1737240	-0.3269300	-0.1868780	0.2006630
49-INQUICRI	0.1344480	-0.0711430	0.1171070	0.0856489	-0.0602782	0.0902816	-0.1158010	-0.2142550	-0.2009080	0.1816500
LEFACT85-	0.0621079	-0.1336800	0.1459840	-0.0573275	-0.0831403	0.0970905	-0.0413519	-0.2406600	-0.2438500	0.2173610
INVENT88+	-0.0285044	0.1248510	-0.0430901	0.0784399	0.1289540	-0.1071000	0.1025710	0.3330820	0.2947720	-0.3339980
MECHAN91-	0.0745576	-0.1749620	0.0463194	-0.0075593	-0.0854901	0.1774200	-0.2270910	-0.3433840	-0.3814080	0.3170450
PERSPE94+	-0.0395043	0.1778480	-0.0505163	-0.1106050	0.1106070	-0.1058650	0.1812060	0.3335690	0.2618030	-0.2786920
48+FACTCOMP	0.0434024	0.2305430	-0.0263728	-0.0332478	0.1635540	-0.0187164	0.2225800	0.2229710	0.2628610	-0.1498110
60-TENDERRA	-0.0181769	-0.1147380	0.0950404	0.0524008	-0.0384872	-0.0411079	-0.0415742	-0.1473710	-0.1208040	0.0634609
52-FEELTHIN	0.0607352	-0.1019070	-0.0238003	0.0983215	-0.1485440	-0.0561838	-0.0326018	-0.0363454	-0.1168650	0.0289812
44-KINDANAL	-0.0484778	-0.1569880	-0.0836095	0.2065320	-0.0888955	0.0124340	-0.0865972	-0.1581320	-0.1444890	0.0990918
72+STRICTFO	0.0143055	0.1274090	-0.0945325	-0.0806592	0.0056894	0.0365706	0.0587518	0.1734960	0.1575000	-0.1001850
09+DISPASEM	-0.0485505	0.1530050	0.0102259	-0.1232290	0.1933580	-0.0948541	0.1374440	0.1422840	0.1741450	-0.0821244
64+SKEPTRUS	-0.0104915	0.1581740	0.0156613	-0.2360450	-0.0075050	0.0543708	0.0790501	0.0478522	0.0659938	-0.0818786
04-EMPATHLO	0.0234461	-0.0603997	0.0795672	0.0962172	-0.0948785	0.0144035	-0.0146654	-0.0882702	-0.1949680	0.0309538
56+LOGICHUM	0.0229353	0.2161240	-0.0040940	-0.1375160	0.0858095	-0.0392497	0.1385840	0.1624010	0.2027020	-0.1769710
73-LIGHTHEA	0.0867649	-0.1293960	-0.0269151	0.0323253	-0.1082990	0.0258528	-0.1054230	-0.1559160	-0.2073550	0.0440817
43-GULLSUSP	-0.0359153	-0.0958413	0.0500726	0.1885790	-0.0116585	-0.0024502	-0.1274930	0.0612131	-0.0652989	0.0208789
24-CARICOOL	0.0192357	-0.1528590	0.0496887	0.2256040	-0.0379679	-0.0100212	-0.1130120	-0.0808333	-0.0510688	0.0227382
65-ACCEPDIS	0.0264778	-0.1542570	-0.1372760	0.1259500	-0.0149457	0.0217305	-0.0624855	-0.3012070	-0.1200290	0.0789614
30-RECEPTSE	0.1546300	-0.1231630	0.0816148	0.1487540	-0.0354774	0.0288250	-0.1621530	-0.0979868	-0.1069200	0.2142940
45+EVALNONJ	0.1675910	0.0546109	-0.0712163	-0.0172940	-0.0227475	0.0721343	0.0767976	0.2123790	0.2427600	-0.1088710
34-SYMPATHY	0.0752637	-0.0192828	0.2007380	0.1011600	-0.0866916	-0.0372532	0.0006437	-0.0172086	-0.0498968	0.0471293
19+JUSTHARM	0.0580319	-0.0073641	-0.1418400	0.0170845	0.0662240	0.0679070	-0.0110432	0.1488870	0.1319000	-0.0954970
25+EVALOPEN	-0.0416262	0.1455910	0.0838939	-0.1824230	0.0519343	-0.0450521	0.0245878	0.1163160	0.1459160	-0.0877502

39+PRINCIPL	-0.1066540	0.1322400	0.0203923	-0.1128340	0.1235200	-0.0636443	0.1073210	0.2214580	0.1968310	-0.0766790
29+IMPERPER	-0.0808314	0.2207450	0.0154667	-0.2109260	0.2168690	-0.0870701	0.2028590	0.1798350	0.1380550	-0.0812594
32+SENSUALI	0.0785758	-0.0493684	0.0121209	-0.0430255	-0.0108199	0.0159517	-0.0641229	0.0123536	0.0371314	-0.0773026
10-FLEXORGA	0.0156097	-0.1067890	0.1253110	0.0554209	-0.0289120	0.0623699	-0.0354266	-0.1780410	-0.3074650	0.5184340
53+PROMPTFR	-0.0131049	0.2374740	-0.0700458	0.1300200	0.0360311	-0.0444719	0.1366640	0.3756090	0.3257800	-0.2714470
17-RANDSEQU	0.0984025	-0.1572300	-0.0294923	0.0159526	-0.0453188	0.0682132	-0.1105440	-0.2305820	-0.3149850	0.3485740
61+TIMELYRE	0.1380960	0.0558335	-0.0578974	-0.0257835	0.0427123	-0.0200327	0.0954033	0.1657100	0.2431720	-0.2695600
57-IMPETTAS	0.0147750	-0.1776960	0.0825977	-0.0451744	-0.0351819	0.0304603	-0.0302392	-0.1937490	-0.2378330	0.3086290
20-IMPULDEL	0.1462190	-0.2435190	-0.0396412	0.0202516	-0.1000970	0.0987170	-0.0878700	-0.2303770	-0.2634000	0.2609470
05+RESPADAP	0.0286233	0.0675136	-0.0888754	0.0260724	0.1298040	-0.0475581	-0.0000699	0.0979493	0.2778270	-0.3629570
40-CAREFREE	0.0001849	-0.1654550	0.1490080	0.0600230	-0.0550034	-0.0159468	-0.0948509	-0.2743600	-0.3518840	0.2638910
PLAN74-	0.0420186	-0.0903966	0.0079818	-0.0197391	-0.0541379	0.0321755	-0.0351691	-0.1461440	-0.1963350	0.3523450
HOLIDA75+	0.0497577	0.0455332	-0.0027578	0.0192322	-0.0902315	0.0126668	0.0621139	0.0863617	0.1360670	-0.2208140
NOORGI77+	-0.0117392	0.1843900	-0.0824592	0.0274619	-0.0306585	-0.0243356	0.0681420	0.1864770	0.2287080	-0.2304760
STFREE78-	-0.0003194	-0.2109920	0.0143282	0.0373041	-0.0658951	0.0712003	-0.0831800	-0.1479300	-0.2096260	0.3025180
MALIST80-	0.0334139	0.0722644	-0.0131019	0.0349782	0.0309293	0.0450801	0.0462071	-0.0253988	-0.1148890	0.3006500
PRESSU81+	-0.0232793	0.0700512	0.0568739	-0.0098662	0.0962397	-0.0562214	0.0525968	0.0505623	0.0384811	-0.1586330
GOFLOW83+	0.0729513	0.0591351	-0.0222784	-0.0291612	0.0363332	-0.0134784	0.0832090	0.1967890	0.2533610	-0.2471990
HATERU84-	-0.0070218	-0.0559818	-0.0158934	-0.0579008	0.0345674	0.1441850	-0.0457783	-0.0909764	-0.0630511	0.1366280
ROUTIN86-	0.1299890	-0.1344820	-0.0493866	0.0217479	-0.0442212	0.1728810	-0.0878218	-0.2344370	-0.2453750	0.3795130
CHANGE87+	-0.1403490	0.2508640	0.0760401	-0.0032300	0.1305430	-0.1636500	0.1855970	0.3558580	0.2461300	-0.2421980
LASTMI89+	-0.0441764	0.1141040	0.0048994	0.0307494	0.0487499	-0.0878488	0.0641720	0.1507290	0.0981477	-0.1673670
HAIMPU90-	0.1715360	-0.1389090	-0.1216650	-0.0110340	-0.1410500	0.1307690	-0.1415680	-0.1608160	-0.1827230	0.2616190
ONTIME92-	0.0121877	0.0077287	0.1837240	-0.0815791	-0.0205696	0.0129766	-0.0077156	-0.0475723	-0.1667870	0.2496100
NOORDR93+	0.0264914	0.0891195	-0.0450722	-0.0027470	-0.0184536	-0.0107292	0.0343138	0.1145680	0.1787030	-0.3532090

	59+PLANVIS	18+CONCLEX	07-INSIGHT	55-DIVERCO	02+REALINT	63-DIVERPR	71-CONCEPR	51+DIRECTI	67+PRACTHE	27-VARIREP
59+PLANVISI	1.0000000									
18+CONCLEXP	0.3493880	1.0000000								
07-INSIGHTS	-0.3225190	-0.2604850	1.0000000							
55-DIVERCON	-0.3540770	-0.3009300	0.2735560	1.0000000						
02+REALINTU	0.0906413	0.1270680	-0.1152280	-0.0283459	1.0000000					
63-DIVERPRE	-0.3301300	-0.2454380	0.3346370	0.5193440	-0.1033960	1.0000000				
71-CONCEPRE	-0.0463083	-0.0940448	0.0461630	-0.0348101	-0.3130610	0.0626725	1.0000000			
51+DIRECTIN	0.1654140	0.2152570	-0.2327890	-0.1780640	0.1828930	-0.1848410	-0.1602840	1.0000000		
67+PRACTHEO	0.1097940	-0.0166712	-0.0088443	0.0426909	0.2415060	-0.0020679	-0.2550580	0.0803117	1.0000000	
27-VARIREPI	-0.2899380	-0.2352570	0.3482720	0.4051060	-0.0772174	0.2995900	0.0305075	-0.1450250	0.0100524	1.0000000
49-INQUICRI	-0.3041860	-0.2642730	0.3503480	0.1974180	-0.0606295	0.2447610	0.0351072	-0.1800340	-0.0142968	0.2547010
LEFACT85-	-0.2516020	-0.2060910	0.2440570	0.1201990	-0.1428200	0.1312230	0.1336260	-0.1120630	-0.2367660	0.1505560
INVENT88+	0.3265790	0.3782250	-0.1490300	-0.1808720	0.1338560	-0.1430660	-0.0898925	0.2819000	0.0911432	-0.1763550
MECHAN91-	-0.3603040	-0.2587380	0.3127170	0.2150550	-0.2067630	0.2923710	0.1811400	-0.1885040	-0.1475000	0.2343090
PERSPE94+	0.3007460	0.3239560	-0.2586230	-0.2433250	0.0632016	-0.2793270	-0.0063109	0.1502400	0.0463847	-0.3050900
48+FACTCOMP	0.3187680	0.2003930	-0.2772080	-0.1986010	0.1078000	-0.2343020	0.0456720	0.0483548	0.1034840	-0.2745730
60-TENDERRA	-0.1197890	-0.1384200	0.2150640	0.1086150	-0.0812714	0.1963680	0.0761163	-0.1041430	-0.0665728	0.1793190

52-FEELTHIN	-0.1137160	-0.0925584	0.2193080	0.0546613	-0.0859642	0.1243910	0.0269820	-0.0001344	0.0160889	0.0616753
44-KINDANAL	-0.1140590	-0.1440350	0.2177020	0.1467360	0.0529131	0.2573160	-0.0252047	0.0141032	0.1148340	0.1907080
72+STRICTFO	0.1962050	0.1594410	-0.2000860	-0.1439090	0.0673363	-0.2381190	0.0089392	-0.0069839	0.0521678	-0.1546570
09+DISPASEM	0.1583710	0.1864530	-0.1186950	-0.1169870	0.1038020	-0.1371140	-0.0201702	0.0319730	-0.0186589	-0.1428720
64+SKEPTRUS	0.1354570	0.0908103	-0.1383980	-0.0449502	-0.0533971	-0.1717400	0.0560205	-0.0594658	-0.0465315	-0.0943995
04-EMPATHLO	-0.1105080	-0.0253406	0.2164360	0.0045233	-0.2030070	0.1608250	0.0743838	-0.0239399	-0.0786137	0.0086197
56+LOGICHUM	0.1756330	0.1793890	-0.1893420	-0.0908599	0.1653090	-0.2232440	0.0174163	0.1145410	0.0073117	-0.1778790
73-LIGHTHEA	-0.1979920	-0.2380460	0.1940490	0.1248540	-0.1113430	0.2292690	0.1236880	-0.0452206	-0.0294275	0.1692970
43-GULLSUSP	-0.1046050	-0.0124356	0.0701460	-0.0291846	-0.0416373	0.0225042	0.0597643	0.0655270	-0.0663969	-0.0397712
24-CARICOOL	-0.0155131	-0.0334996	0.0622975	0.0404445	-0.0233437	0.0553927	-0.0254882	0.0640617	-0.0472044	0.1238230
65-ACCEPDIS	-0.1131430	-0.1827600	0.2346150	0.2520220	-0.0046343	0.3076380	-0.0726085	0.0448072	0.1338180	0.2304710
30-RECEPTSE	-0.1457090	-0.0805225	0.1824160	0.0892182	-0.0174743	0.1322320	0.0316974	-0.0045042	-0.0867603	0.1575660
45+EVALNONJ	0.2231190	0.2222910	-0.2567360	-0.1755970	0.0416842	-0.2325000	-0.0006322	0.0543656	0.0492836	-0.1076750
34-SYMPATHY	-0.0277718	0.0773300	0.0804449	-0.0268070	-0.1338970	0.0678335	0.1093330	0.0469997	-0.1018010	-0.0189450
19+JUSTHARM	-0.0343613	0.0447000	-0.1181620	-0.0140790	0.1171780	-0.1263380	-0.0669431	0.0842739	0.1053900	0.0443584
25+EVALOPEN	0.1398480	0.1947820	-0.1261930	-0.1798990	-0.0258716	-0.2182060	0.0135356	-0.0038470	-0.0380627	-0.2519600
39+PRINCIPL	0.1507840	0.1549460	-0.2335140	-0.0920839	0.0059992	-0.2098810	0.0008658	0.0034981	-0.0122237	-0.1354500
29+IMPERPER	0.1756050	0.1842270	-0.2566560	-0.1570220	0.0565072	-0.2318030	-0.0024325	0.0078932	0.0641920	-0.2090730
32+SENSUALI	-0.0182931	-0.0289305	0.1495360	0.1287340	0.0058779	0.0445745	-0.0121956	0.1187990	0.0097437	0.1938020
10-FLEXORGA	-0.3424280	-0.2205170	0.3050170	0.2427740	-0.0933053	0.3350740	0.0234369	-0.1597930	-0.0214407	0.1940600
53+PROMPTFR	0.4097220	0.2879010	-0.2918510	-0.3118060	0.1224280	-0.3367900	-0.1047460	0.1963250	0.1200100	-0.3260220
17-RANDSEQU	-0.3122620	-0.1956340	0.2864120	0.2328580	-0.1166210	0.3347630	0.0526235	-0.0297620	-0.0297800	0.2460700
61+TIMELYRE	0.3327320	0.2112230	-0.2598350	-0.1624590	-0.0186005	-0.2767820	-0.0290450	0.1642040	0.0272281	-0.1658040
57-IMPETTAS	-0.2589070	-0.1571960	0.1946270	0.1595440	-0.1379970	0.2245180	0.2171090	-0.1345280	-0.1601620	0.1457760
20-IMPULDEL	-0.2627280	-0.2724240	0.2095450	0.2657180	-0.1247760	0.2597010	0.0886568	-0.1472230	-0.0978381	0.2880040
05+RESPADAP	0.2207490	0.1197430	-0.1370860	-0.0850090	0.2831650	-0.1993430	-0.1451970	0.1670280	0.1354390	0.0128787
40-CAREFREE	-0.3585780	-0.2499040	0.3897760	0.2741850	-0.0719886	0.3604580	0.0384635	-0.1365610	-0.0437352	0.2953240
PLAN74-	-0.1950390	-0.1108100	0.1958760	0.1605540	-0.1078040	0.2031780	0.0731373	-0.0955562	-0.0886946	0.1769690
HOLIDA75+	0.2624360	0.1552740	-0.1151920	-0.1622560	0.0662468	-0.1580100	-0.0520319	0.0647693	0.0968729	-0.1093650
NOORGI77+	0.2313680	0.1568490	-0.2103730	-0.1335060	0.0871203	-0.2044520	0.0079819	0.1722230	0.0186953	-0.1581720
STFREE78-	-0.1856020	-0.1259120	0.2926670	0.2066860	-0.0799078	0.2414710	-0.0146574	-0.1467150	-0.0056750	0.2615790
MALIST80-	-0.2511430	-0.0561407	0.1321390	0.1284360	-0.0204566	0.1347490	-0.0138575	-0.0692883	-0.0166886	0.1290000
PRESSU81+	0.0755339	0.0514259	-0.1107030	-0.0898030	-0.0086757	-0.0586702	-0.0299823	0.0450790	-0.0888889	-0.0621132
GOFLOW83+	0.3337150	0.2081780	-0.2894990	-0.2659480	-0.0036467	-0.2854980	0.0293094	0.1197260	0.0010628	-0.1453100
HATERU84-	-0.0310900	-0.0083021	0.0753736	0.0697793	-0.1365340	0.0768609	0.1314400	-0.1078740	-0.0447459	0.0850211
ROUTIN86-	-0.3163250	-0.1721170	0.2490990	0.2828200	-0.1425360	0.2898240	0.0691823	-0.1367470	-0.0637451	0.3264000
CHANGE87+	0.3085250	0.2802960	-0.2186690	-0.3432010	0.1411920	-0.2919490	-0.0223977	0.1550670	0.0149505	-0.3699730
LASTMI89+	0.1305960	0.1088820	-0.1391410	-0.0920360	0.0915749	-0.1813610	-0.0606421	0.1470860	-0.0038900	-0.1083130
HAIMPU90-	-0.1930800	-0.0749364	0.1267740	0.1702950	-0.0975773	0.1843770	0.0339076	-0.1120300	-0.0377381	0.1292440
ONTIME92-	-0.1574000	-0.0665663	0.1643660	0.0559257	-0.0813236	0.1495030	0.0993720	0.0011379	-0.1752350	0.0996933
NOORDR93+	0.2304290	0.1302050	-0.1756970	-0.1154310	0.0436827	-0.1673840	-0.0421274	0.1111800	-0.0005541	-0.1359270

	49-INQUICR	LEFACT85-	INVENT88+	MECHAN91-	PERSPE94+	48+FACTCOM	60-TENDERR	52-FEELTHI	44-KINDANA	72+STRICTF
49-INQUICRI	1.0000000									
LEFACT85-	0.2006210	1.0000000								
INVENT88+	-0.1540900	-0.2590760	1.0000000							
MECHAN91-	0.1550060	0.2664920	-0.1765860	1.0000000						
PERSPE94+	-0.2702580	-0.1939630	0.3291240	-0.3790800	1.0000000					
48+FACTCOMP	-0.2698070	-0.1540430	0.0466466	-0.2193280	0.2185600	1.0000000				
60-TENDERRA	0.2052620	0.0419756	0.0396191	0.1482600	-0.0930681	-0.4074700	1.0000000			
52-FEELTHIN	0.2179230	0.0045245	0.0903248	0.0413783	-0.0149625	-0.3922480	0.4406040	1.0000000		
44-KINDANAL	0.1793640	-0.0279952	0.0446307	0.1143750	-0.1044450	-0.3822000	0.4053110	0.3413330	1.0000000	
72+STRICTFO	-0.2497330	-0.0740030	0.0048500	-0.1482320	0.1935880	0.4599980	-0.3715310	-0.2592140	-0.2994010	1.0000000
09+DISPASEM	-0.1126970	-0.0513528	0.0351631	-0.1811810	0.1601280	0.4055690	-0.3402520	-0.4042980	-0.2437970	0.2818170
64+SKEPTRUS	-0.1802130	0.0104857	-0.0664102	0.0011806	0.0407525	0.2930620	-0.3204240	-0.2789670	-0.4402030	0.3972060
04-EMPATHLO	0.1502210	0.1206670	0.0207192	0.2251450	-0.0762191	-0.3096030	0.3254830	0.3431900	0.2841870	-0.2609230
56+LOGICHUM	-0.1722440	-0.1318300	-0.0037754	-0.2378870	0.1850980	0.4383360	-0.3892000	-0.3364900	-0.3538040	0.2905140
73-LIGHTHEA	0.2230160	0.0903419	0.0047438	0.1258950	-0.1033440	-0.2605180	0.3488430	0.3085160	0.3356360	-0.3428930
43-GULLSUSP	0.1178470	0.0596262	0.0847137	0.0406487	-0.0147576	-0.1893040	0.1720570	0.2188780	0.2458790	-0.1649820
24-CARICOOL	0.1466150	-0.0229738	-0.0147121	-0.0119880	-0.0790731	-0.3031040	0.3173100	0.2652190	0.3020220	-0.3073580
65-ACCEPDIS	0.1030490	0.0380555	-0.0035413	0.0713594	-0.1892580	-0.2987000	0.2586890	0.2299940	0.3822480	-0.3437640
30-RECEPTSE	0.2354840	0.0673416	-0.0467528	0.0658980	-0.2205750	-0.3176750	0.2200400	0.1994540	0.1721780	-0.2436200
45+EVALNONJ	-0.2494440	-0.1164710	0.0760442	-0.1751420	0.2005940	0.3008030	-0.2194850	-0.2489210	-0.3173430	0.2717590
34-SYMPATHY	0.0722414	0.0039621	0.1152330	0.0201928	-0.0087969	-0.1979930	0.2670870	0.2170920	0.0734981	-0.1900320
19+JUSTHARM	-0.1009740	-0.0691030	0.0238658	-0.0967868	0.1031350	0.1091070	-0.1744740	-0.1588400	-0.1065950	0.1170840
25+EVALOPEN	-0.1816480	-0.0637095	0.0507832	-0.1010670	0.1198920	0.3251170	-0.2585330	-0.2728150	-0.3403680	0.2472600
39+PRINCIPL	-0.2197230	-0.1454260	0.0434705	-0.1422090	0.1471000	0.3010720	-0.2047420	-0.2154470	-0.2624750	0.2099810
29+IMPERPER	-0.2326160	-0.0321221	0.0141177	-0.1356130	0.1866190	0.3255210	-0.3046370	-0.3105150	-0.2634260	0.2619230
32+SENSUALI	0.0678153	0.0268304	0.1363980	0.0470768	-0.0211436	-0.2102310	0.2936470	0.2139920	0.1186900	-0.1153810
10-FLEXORGA	0.2491670	0.1283060	-0.1320890	0.2059250	-0.2416010	-0.1683620	0.1987300	0.2087110	0.1531030	-0.1990880
53+PROMPTFR	-0.1812580	-0.2544890	0.1865380	-0.2605400	0.1934660	0.2581010	-0.1979570	-0.1582950	-0.0831226	0.2390280
17-RANDSEQU	0.1926700	0.1488690	-0.1105680	0.2815260	-0.1712940	-0.2388750	0.1228980	0.1448530	0.1413890	-0.1164520
61+TIMELYRE	-0.1645220	-0.1749010	0.1345190	-0.2122070	0.1613970	0.2579420	-0.1712430	-0.1846250	-0.1964600	0.2653690
57-IMPETTAS	0.1519360	0.2075270	-0.0869859	0.1949940	-0.0154552	-0.1088540	0.1439600	0.1222990	0.0971972	-0.0546166
20-IMPULDEL	0.2084650	0.1931300	-0.1177870	0.1978170	-0.1495440	-0.1521260	0.1430400	0.2485300	0.0896227	-0.0558527
05+RESPADAP	-0.0617276	-0.1576430	0.1692230	-0.1604060	0.1454410	-0.0169289	0.0011271	0.0054968	0.0527061	0.0864149
40-CAREFREE	0.3551340	0.1308210	-0.0941513	0.2270320	-0.2571510	-0.3763550	0.2392570	0.3018710	0.3194170	-0.3916240
PLAN74-	0.0625037	0.1732220	-0.0881571	0.0957304	-0.0176814	-0.1616120	0.1154910	0.1125470	0.0409352	-0.1036830
HOLIDA75+	-0.1008820	-0.1580510	0.2270900	-0.1494750	0.0751495	0.1393400	0.0069058	-0.0619363	-0.0917629	0.1219640
NOORGI77+	-0.1307910	-0.1844010	0.1278500	-0.1651190	0.1421490	0.1834640	-0.0922210	-0.1230260	-0.0870401	0.1288820
STFREE78-	0.1467210	0.1473600	-0.0447836	0.2498830	-0.1239900	-0.2522350	0.2037540	0.2484520	0.2112370	-0.1880570
MALIST80-	0.1074700	0.1071180	-0.0580533	0.0604185	-0.0517877	-0.0652238	-0.0488433	0.0116069	0.0242787	-0.0584467
PRESSU81+	0.0038801	-0.1366870	0.0868382	-0.0208585	0.0250598	0.0014262	-0.0209931	0.0416253	0.0438808	0.0192429
GOFLOW83+	-0.1932580	-0.1873680	0.1292510	-0.1996260	0.1555630	0.2026460	-0.1298990	-0.1513680	-0.1344760	0.1256660
HATERU84-	-0.0153778	0.2526370	-0.0816839	0.0571728	-0.0214496	0.0037881	-0.0130458	-0.1110180	-0.1413530	0.0044719
ROUTIN86-	0.1617210	0.2672910	-0.2555650	0.2966640	-0.2449660	-0.1055930	0.0346172	-0.0249462	0.0938230	-0.0672865

CHANGE87+	-0.1194490	-0.1274680	0.3636470	-0.2884360	0.3515860	0.1539230	-0.0278992	0.0016426	-0.0311513	0.0303785
LASTMI89+	-0.1286260	-0.2390900	0.1473490	-0.1214570	0.1210200	0.0208716	0.0503082	0.1107600	0.1101060	0.0367935
HAIMPU90-	0.1213750	0.2143520	-0.0820443	0.1798830	-0.0731278	-0.1180260	0.0205501	0.1705990	0.0572024	-0.0784091
ONTIME92-	0.0672491	0.2882740	-0.1202010	0.1918580	0.0273060	-0.0429172	0.0577613	-0.0104710	0.0409596	-0.1183000
NOORDR93+	-0.0857259	-0.1536010	0.1666420	-0.0705148	0.0097319	0.0424867	-0.0377739	0.0090713	-0.0033520	0.0678992

	09+DISPASE	64+SKEPTRU	04-EMPATHL	56+LOGICHU	73-LIGHTHE	43-GULLSUS	24-CARICOO	65-ACCEPDI	30-RECEPTS	45+EVALNON
09+DISPASEM	1.0000000									
64+SKEPTRUS	0.2607470	1.0000000								
04-EMPATHLO	-0.2249660	-0.1637100	1.0000000							
56+LOGICHUM	0.3375210	0.2543590	-0.3954140	1.0000000						
73-LIGHTHEA	-0.2721310	-0.3376150	0.1896740	-0.2381800	1.0000000					
43-GULLSUSP	-0.1538740	-0.4412410	0.1678600	-0.1771870	0.1494680	1.0000000				
24-CARICOOL	-0.4267540	-0.2736150	0.2327290	-0.2519730	0.1700990	0.1652390	1.0000000			
65-ACCEPDIS	-0.3122910	-0.3759680	0.1252690	-0.2877460	0.3066180	0.1338680	0.2508970	1.0000000		
30-RECEPTSE	-0.1732200	-0.2091370	0.1996850	-0.2210740	0.1775790	0.2199190	0.3051540	0.1980320	1.0000000	
45+EVALNONJ	0.1652010	0.2540060	-0.1708930	0.2373660	-0.2087840	-0.1932760	-0.1293100	-0.3004280	-0.1894540	1.0000000
34-SYMPATHY	-0.1496840	-0.0705819	0.2260830	-0.1185950	0.1301340	0.1323030	0.1057490	0.0528756	0.1439600	-0.0059135
19+JUSTHARM	0.1111140	0.1711220	-0.1140480	0.1298530	-0.0703541	-0.1016750	-0.0821163	-0.1263620	-0.0658568	0.1805250
25+EVALOPEN	0.2298920	0.2799080	-0.2056010	0.2550100	-0.1890430	-0.1656490	-0.2115770	-0.2486600	-0.2737090	0.2948560
39+PRINCIPL	0.1880400	0.1947050	-0.1513750	0.2739770	-0.2127070	-0.1990620	-0.1530750	-0.2432010	-0.2432400	0.2282130
29+IMPERPER	0.3105660	0.2387580	-0.1645440	0.2945270	-0.2915100	-0.1331410	-0.2792980	-0.2568380	-0.2181580	0.1447190
32+SENSUALI	-0.1723450	-0.0191729	0.1720800	-0.2115010	0.2319780	-0.0042860	0.1351340	0.1777030	0.1177120	0.0056270
10-FLEXORGA	-0.1311280	-0.1098030	0.1373150	-0.2276520	0.1344120	0.0194682	0.0683607	0.1535480	0.2587290	-0.2111060
53+PROMPTFR	0.0923907	0.1342130	-0.1195570	0.2620270	-0.2323650	-0.0892935	-0.0048446	-0.1990110	-0.0615393	0.2043890
17-RANDSEQU	-0.0906708	-0.0926438	0.1489270	-0.1399940	0.1565540	0.0805898	-0.0238957	0.1369690	0.1215490	-0.1255610
61+TIMELYRE	0.0624939	0.2411090	-0.1366310	0.2192120	-0.1997340	-0.1441960	-0.0229042	-0.1658020	-0.1457640	0.2204800
57-IMPETTAS	-0.0283175	-0.0843424	0.1317370	-0.1906950	0.1143940	0.0205802	0.0834274	0.0610240	0.1114400	-0.1174660
20-IMPULDEL	-0.1684710	-0.0246532	0.0671533	-0.1824280	0.1960480	0.0087460	0.0635135	0.1037660	0.0640530	-0.0977950
05+RESPADAP	0.0178137	0.0119785	-0.0593978	0.0943993	-0.0937564	-0.1254400	0.1018250	0.0198408	-0.0476185	0.1105850
40-CAREFREE	-0.1848340	-0.2595140	0.1923360	-0.2848230	0.3812420	0.1859970	0.1424960	0.2863510	0.2485350	-0.3708470
PLAN74-	-0.1089080	-0.0715920	0.0828409	-0.1754140	0.0841091	0.0690842	-0.0024214	0.0831056	0.1270210	-0.1761170
HOLIDA75+	0.0219262	0.0766011	-0.0623941	0.0568303	-0.0937789	-0.0404903	-0.0369754	-0.0617985	-0.0681054	0.1897060
NOORGI77+	0.0734054	0.0570207	-0.0841161	0.2017960	-0.1598300	-0.0593437	0.0567425	-0.0972759	-0.0792709	0.1069140
STFREE78-	-0.2323330	-0.1373570	0.1101590	-0.2526330	0.2211470	0.0825660	0.0519082	0.1791640	0.1597620	-0.1640270
MALIST80-	0.0144163	-0.0513199	-0.0302578	-0.0244822	0.0383594	-0.0316827	-0.0444950	-0.0153069	0.0426324	-0.0592430
PRESSU81+	0.1037670	0.0249649	-0.0154053	0.0611683	-0.0283566	-0.0452416	0.0434366	-0.0234201	-0.0781145	-0.0200000
GOFLOW83+	0.1217420	0.1624620	-0.0916955	0.1555390	-0.2050190	-0.0755003	0.0540826	-0.1541130	-0.1444070	0.2006190
HATERU84-	-0.0476651	0.0235577	-0.0172502	-0.0274475	0.0076620	0.0271646	-0.0921651	-0.0202782	0.0013432	-0.0352381
ROUTIN86-	-0.0644991	-0.0830402	0.0352307	-0.1681340	0.0513947	-0.0222312	0.0252000	0.0664203	0.1143880	-0.1499900
CHANGE87+	0.0865756	-0.0188420	0.0029296	0.1482640	-0.0553587	0.0797701	0.0123424	-0.1995270	-0.0431542	0.0353176
LASTMI89+	0.0199500	-0.0106640	-0.0245360	0.0386711	-0.0577371	0.0100171	0.1206250	-0.0498661	-0.0445975	0.0387803
HAIMPU90-	-0.1257260	-0.0265318	0.0820744	-0.0949438	0.1007550	-0.0119114	-0.0230276	0.0521326	0.0517767	-0.0828211
ONTIME92-	-0.0399764	-0.0265151	0.1945370	-0.0913171	0.1125400	0.1040770	0.0382221	0.0869296	0.1354380	-0.0851985
NOORDR93+	0.0564267	0.0783750	-0.0366312	0.1162040	-0.0738026	-0.0514129	-0.0607198	-0.0275089	-0.0919186	0.0469025

	34-SYMPATH	19+JUSTHAR	25+EVALOPE	39+PRINCIP	29+IMPERPE	32+SENSUAL	10-FLEXORG	53+PROMPTF	17-RANDSEQ	61+TIMELYR
34-SYMPATHY	1.0000000									
19+JUSTHARM	-0.1611250	1.0000000								
25+EVALOPEN	-0.0276422	0.1093980	1.0000000							
39+PRINCIPL	-0.1867320	0.2470940	0.2288340	1.0000000						
29+IMPERPER	-0.1252730	0.0632080	0.2709840	0.1764560	1.0000000					
32+SENSUALI	0.1493840	0.0080672	-0.0999468	-0.0656534	-0.2080550	1.0000000				
10-FLEXORGA	0.0461980	-0.0365982	-0.1666440	-0.1098660	-0.1641740	0.0122430	1.0000000			
53+PROMPTFR	-0.1693370	0.1261530	0.1512320	0.1278610	0.1560750	-0.0834606	-0.3106070	1.0000000		
17-RANDSEQU	0.1899250	-0.1646660	-0.1456300	-0.2077770	-0.0666553	0.1160560	0.3222400	-0.3868930	1.0000000	
61+TIMELYRE	-0.0905698	0.0756841	0.1668830	0.1802650	0.1345200	-0.0075863	-0.3182790	0.4444280	-0.2260730	1.0000000
57-IMPETTAS	0.1578730	-0.1415330	-0.1265700	-0.0892197	-0.1047730	0.0041045	0.2543420	-0.3132290	0.2679830	-0.2874180
20-IMPULDEL	0.0736445	-0.1028550	-0.2004200	-0.1641920	-0.1199680	0.1390370	0.2915860	-0.3505150	0.4285910	-0.1619180
05+RESPADAP	-0.0944340	0.1083180	0.0316089	0.1018200	0.0546847	0.1024360	-0.3731850	0.2196580	-0.1941000	0.1560460
40-CAREFREE	0.1549270	-0.1918470	-0.2565710	-0.2868690	-0.2609870	0.0718460	0.3047880	-0.4314890	0.3093050	-0.3900120
PLAN74-	0.1386920	-0.1263270	-0.0991750	-0.1208140	-0.0607075	0.0320570	0.3462290	-0.2719760	0.3252480	-0.2972450
HOLIDA75+	-0.0459342	0.0807328	0.1354360	0.0953984	0.0169138	-0.0674614	-0.2401740	0.2410130	-0.3252920	0.2630410
NOORGI77+	-0.1040150	0.0760059	0.0726881	0.2275230	0.2195070	-0.0853417	-0.2610970	0.2653280	-0.2062040	0.2251330
STFREE78-	0.0534853	-0.0934943	-0.2061600	-0.1428020	-0.2086760	0.0894665	0.3111610	-0.2643170	0.3273680	-0.2383910
MALIST80-	0.0122796	0.0137485	-0.1057140	0.0084196	-0.0917031	-0.1549400	0.3230570	-0.1195770	0.2381470	-0.1731250
PRESSU81+	0.0106282	0.0533418	-0.0309434	0.0932627	-0.0217426	-0.0945082	-0.1474780	0.0904543	-0.1506450	0.1734370
GOFLOW83+	-0.0430521	0.1521860	0.1801460	0.1911880	0.1237100	-0.0060555	-0.3414040	0.3275620	-0.3279480	0.2815380
HATERU84-	0.0489058	0.0066230	-0.0485105	-0.0318238	0.1028660	-0.0181333	0.0591020	-0.0923357	0.1476080	-0.1038520
ROUTIN86-	-0.0266035	-0.0949049	-0.1964710	-0.1300230	-0.0708605	-0.0312720	0.3166210	-0.2621920	0.3465360	-0.2304830
CHANGE87+	0.0440797	0.0762457	0.1301110	0.0671595	0.1799290	-0.0276595	-0.2050150	0.2944810	-0.2376310	0.1963060
LASTMI89+	0.0057465	0.0315864	0.0144052	0.0706303	-0.0201164	-0.0193829	-0.1715100	0.1836900	-0.1942870	0.1844440
HAIMPU90-	0.0102390	-0.0179739	-0.1414850	-0.1221110	-0.0004592	0.0651453	0.2224980	-0.2871620	0.2321880	-0.2301480
ONTIME92-	0.0718843	-0.1204490	-0.0831474	-0.1245610	0.0155817	0.0045731	0.2398460	-0.3110490	0.2697880	-0.2926720
NOORDR93+	-0.0170449	0.0658528	0.1078690	0.1119960	0.0311239	0.0393843	-0.3537170	0.2544770	-0.2876710	0.2221840

	57-IMPETTA	20-IMPULDE	05+RESPADA	40-CAREFRE	PLAN74-	HOLIDA75+	NOORGI77+	STFREE78-	MALIST80-	PRESSU81+
57-IMPETTAS	1.0000000									
20-IMPULDEL	0.2893460	1.0000000								
05+RESPADAP	-0.2128970	-0.1036850	1.0000000							
40-CAREFREE	0.3437930	0.2372600	-0.1912360	1.0000000						
PLAN74-	0.2496380	0.1823300	-0.2988710	0.2877400	1.0000000					
HOLIDA75+	-0.1855810	-0.2411650	0.1593840	-0.2961750	-0.2926370	1.0000000				
NOORGI77+	-0.2163760	-0.1979210	0.1584290	-0.2615710	-0.2864990	0.3816350	1.0000000			
STFREE78-	0.2242460	0.2449420	-0.1423440	0.3138640	0.3561140	-0.3098610	-0.3235140	1.0000000		
MALIST80-	0.2866450	0.1651520	-0.1377960	0.1693430	0.3089460	-0.1732420	-0.1778980	0.1788860	1.0000000	
PRESSU81+	-0.0760593	-0.1011590	0.0780303	-0.0438592	-0.2888860	0.1948030	0.2329450	-0.1888070	-0.1390610	1.0000000
GOFLOW83+	-0.2610930	-0.2399640	0.2033500	-0.3109270	-0.2938730	0.3427520	0.4051670	-0.3408860	-0.2454360	0.2514530
HATERU84-	0.1100460	0.0900825	-0.1323940	0.0030873	0.2332800	-0.2053200	-0.1343950	0.1630360	0.0846775	-0.4460290
ROUTIN86-	0.2113310	0.3111850	-0.1998680	0.2284610	0.3045570	-0.2593780	-0.1902210	0.2593980	0.2924360	-0.1438080

CHANGE87+	-0.1167720	-0.2971350	0.0911540	-0.1954020	-0.1824080	0.2203050	0.2736970	-0.2504160	-0.1125730	0.1308420
LASTMI89+	-0.1033760	-0.1493870	0.0996545	-0.1304230	-0.2403480	0.2077430	0.2513220	-0.2185150	-0.1677350	0.6751030
HAIMPU90-	0.1950030	0.2941280	-0.1188530	0.1934550	0.2221140	-0.1939920	-0.1208640	0.2794350	0.1594240	-0.2052780
ONTIME92-	0.1672970	0.1520310	-0.1841190	0.2347860	0.3179300	-0.2542260	-0.1659490	0.2172810	0.1083850	-0.1779180
NOORDR93+	-0.2943320	-0.1001110	0.2496900	-0.1589230	-0.2652770	0.2024490	0.2458550	-0.2839360	-0.2758730	0.2379710

	GOFLOW83+	HATERU84-	ROUTIN86-	CHANGE87+	LASTMI89+	HAIMPU90-	ONTIME92-	NOORDR93+
GOFLOW83+	1.0000000							
HATERU84-	-0.1352870	1.0000000						
ROUTIN86-	-0.1674480	0.2436990	1.0000000					
CHANGE87+	0.2489690	-0.0746437	-0.3962410	1.0000000				
LASTMI89+	0.2649700	-0.4832170	-0.2179200	0.2193300	1.0000000			
HAIMPU90-	-0.2325850	0.2572770	0.2081360	-0.1798780	-0.1877150	1.0000000		
ONTIME92-	-0.1674750	0.1972060	0.1953530	-0.0908939	-0.1848650	0.2049830	1.0000000	
NOORDR93+	0.2924170	-0.2304800	-0.2872940	0.1366180	0.2575440	-0.1248740	-0.2845040	1.0000000

Personal Preferences Self-Description Questionnaire (PPSDQ)

PART A.

Instructions. Circle the one number on each scale which best indicates which one of the adjectives or nouns in each item is most appealing to you personally. There are no wrong or right answers; each person has different preferences and makes different choices. Some choices will be difficult, but it is important that you answer every item.

Example

E1.	Popularity	1	2	3	4	5	6	7	Happiness

This person had a slight preference for happiness over popularity.

1.	Quiet	1	2	3	4	5	6	7	Expressive
2.	Realistic	1	2	3	4	5	6	7	Intuitive
3.	Naive	1	2	3	4	5	6	7	Unbelieving
4.	Empathy	1	2	3	4	5	6	7	Logic
5.	Responsible	1	2	3	4	5	6	7	Adaptable
6.	Social	1	2	3	4	5	6	7	Private
7.	Insightful	1	2	3	4	5	6	7	Systematic
8.	Arbitrate	1	2	3	4	5	6	7	Listen
9.	Dispassionate	1	2	3	4	5	6	7	Emotional
10.	Flexible	1	2	3	4	5	6	7	Organized
11.	Reflective	1	2	3	4	5	6	7	Active
12.	Precise	1	2	3	4	5	6	7	Imaginative
13.	Hear	1	2	3	4	5	6	7	Rule
14.	Subjective	1	2	3	4	5	6	7	Objective
15.	Decisive	1	2	3	4	5	6	7	Curious

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16.	Friendly	1	2	3	4	5	6	7	Distant
17.	Random	1	2	3	4	5	6	7	Sequential
18.	Conclude	1	2	3	4	5	6	7	Explore
19.	Justice	1	2	3	4	5	6	7	Harmony
20.	Impulsive	1	2	3	4	5	6	7	Deliberate
21.	Deep	1	2	3	4	5	6	7	Broad
22.	Enjoyment	1	2	3	4	5	6	7	Anticipation
23.	Receive	1	2	3	4	5	6	7	Decide
24.	Caring	1	2	3	4	5	6	7	Cool
25.	Evaluative	1	2	3	4	5	6	7	Open
26.	Personable	1	2	3	4	5	6	7	Shy
27.	Variety	1	2	3	4	5	6	7	Repetition
28.	Appraise	1	2	3	4	5	6	7	Savor
29.	Impersonal	1	2	3	4	5	6	7	Personal
30.	Receptive	1	2	3	4	5	6	7	Selective
31.	Terse	1	2	3	4	5	6	7	Wordy
32.	Sensual	1	2	3	4	5	6	7	Innovative
33.	Observe	1	2	3	4	5	6	7	Assess
34.	Sympathy	1	2	3	4	5	6	7	Fairness
35.	Judging	1	2	3	4	5	6	7	Perceiving
36.	Approachable	1	2	3	4	5	6	7	Mysterious
37.	Global	1	2	3	4	5	6	7	Meticulous
38.	Ratings	1	2	3	4	5	6	7	Information
39.	Principles	1	2	3	4	5	6	7	People
40.	Carefree	1	2	3	4	5	6	7	Demanding
41.	Introvert	1	2	3	4	5	6	7	Extrovert
42.	Traditional	1	2	3	4	5	6	7	Creative
43.	Gullible	1	2	3	4	5	6	7	Suspicious

44.	Kind	1	2	3	4	5	6	7	Analytical
45.	Evaluative	1	2	3	4	5	6	7	Nonjudgmental
46.	Mixer	1	2	3	4	5	6	7	Loner
47.	Inventive	1	2	3	4	5	6	7	Organized
48.	Factual	1	2	3	4	5	6	7	Compassionate
49.	Inquisitive	1	2	3	4	5	6	7	Critical
50.	Still	1	2	3	4	5	6	7	Animated
51.	Directed	1	2	3	4	5	6	7	Ingenious
52.	Feeling	1	2	3	4	5	6	7	Thinking
53.	Prompt	1	2	3	4	5	6	7	Free-spirited
54.	Congenial	1	2	3	4	5	6	7	Reclusive
55.	Diversity	1	2	3	4	5	6	7	Consistency
56.	Logical	1	2	3	4	5	6	7	Humane
57.	Impetuous	1	2	3	4	5	6	7	Task-oriented
58.	Solitary	1	2	3	4	5	6	7	Amicable
59.	Planful	1	2	3	4	5	6	7	Visionary
60.	Tender	1	2	3	4	5	6	7	Rational
61.	Timely	1	2	3	4	5	6	7	Relaxed
62.	Exuberant	1	2	3	4	5	6	7	Serene
63.	Diverse	1	2	3	4	5	6	7	Precise
64.	Skeptical	1	2	3	4	5	6	7	Trusting
65.	Accepting	1	2	3	4	5	6	7	Discriminating
66.	Silent	1	2	3	4	5	6	7	Gabby
67.	Practical	1	2	3	4	5	6	7	Theoretical
68.	Benevolent	1	2	3	4	5	6	7	Impartial
69.	Picky	1	2	3	4	5	6	7	Inquiring
70.	Gregarious	1	2	3	4	5	6	7	Timid
71.	Conceptual	1	2	3	4	5	6	7	Real

72. Strict 1 2 3 4 5 6 7 Forgiving

73. Lighthearted 1 2 3 4 5 6 7 Prudent

PART B.

<u>Instructions</u>. Circle the one number on the scale below each item to indicate how much you agree or disagree with each statement. There are no wrong or right answers; each person has different preferences and makes different choices. Some choices will be difficult, but it is important that you answer every item.

Example

E2. I like ice cream.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

This person somewhat agreed that he or she likes ice cream.

74. I prefer to plan ahead regarding what I will do, whenever possible.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

75. My favorite holidays are unscheduled, and I just take things as they come.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

76. Whether or not others can see it, I'm actually a shy person.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

77. Many of the best things in life are done without any organization.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

78. I like to structure my free time, so that there are fewer surprises.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

79. I believe that wisdom is more important than common sense.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

80. I enjoy making lists.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

81. I like the pressures of doing tasks at the last minute.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

82. I find it easy to talk to other people, even people I haven't met before.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

83. My preferred style of working is to just go with the flow.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

84. I hate doing rush jobs.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

85. I prefer learning subjects involving facts rather abstract theories.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

86. I find routines comforting.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

87. Change is what makes life interesting.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

88. I like the idea of inventing new things.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

89. The pressures of last minute tasks are actually kind of fun.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

90. I prefer not to be in situations where I have to be impulsive.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

91. I'm more of a "mechanic" than I am an "idea person."

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

92. I try to be on time, and I prefer others to be on time too.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

93. I find order and neatness irritating.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

94. I like to look at things from many different perspectives.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree